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FUTURE OF THE AFRICAN DEMOGRAPHIC TRAINING AND RESEARCH INSTITUTES - RIPS (ACCRA) AND IFORD (YAOUNDE)

FUTURE OF THE AFRICAN DEMOGRAPHIC TRAINING AND RESEARCH INSTITUTES

1. The two regional demographic training institutes, the Regional Institute for Population Studies (RIPS) and the Institut de Formation et de Recherche Démographiques (IFORD) located in Accra (Ghana) and Yaounde (Cameroon) respectively, were set up jointly by the United Nations and the Governments of Ghana and Cameroon, in 1972. To serve the needs of Anglophone and Franchophone countries for trained demographers able to conduct demographic surveys and censuses, analyse demographic data and to integrate population variables into the development planning process. The institutes were decentralized from the Department of Technical Cooperation (DTC) in New York to the United Nations Economic Commission for Africa (ECA) in 1980. Following the request of African countries, the institutes were regionalized in 1982 to allow all the countries they serve to participate in their management and funding. Although the institutes have been fulfilling their functions and have continued to meet Africa's continuing need for demographers, as expressed in the Lagos Plan of Action and the Kilimanjaro Programme of Action, the regionalization of the institutes and the reduction of funding by the United Nations Fund for Population Activities (UNFPA) has brought severe financial problems on the institutes.

2. It is against this background that the Nineth Meeting of the ECA Conference of Ministers set up an ad hoc committee to evaluate ECA and OAU sponsored institutions and to propose measures for their better rationalization, coordination, harmonization or integration. Resolution 533 (XX) of the Eleventh Conference of Ministers, adopted in 1985, requested the Executive Secretary to submit the final report of the ad hoc committee on ECA/OAU sponsored institutions to the Governing Councils of RIPS and IFORD, to hold consultations with the host countries, Ghana and Cameroon, and with the UNFPA, the main donor agency, and to come up with proposals on the future of the institutions. The necessary consultations were begun during the meetings of the Governing Councils of the two institutes in June and July 1985. Proposals were made a ECA secretariat was invited to prepare this paper for submission to the Fourth Session of the Joint Conference of Planners, Statisticians and Demographers (PSD) which will make a recommendation to the 21st session of the Commission and Twelfth Meeting of the ECA Conference of Ministers.

3. The purpose of this paper is therefore to describe briefly the past activities of IFORD and RIPS, to highlight the current problems and to suggest alternative avenues for possible solutions in the future.

I. Past activities

4. Since their inception, the demographic institutes have been actively involved in training and research in population. It would be too long to list all the services rendered by IFORD and RIPS. Suffice to recall that together IFORD and RIPS have trained over 500 demographers, for a diploma or a certificate. In addition RIPS has also trained about 50 Master of Arts students.

5. These graduates have been hired by their governments and are working in different ministries, government agencies, teaching and research institutions, etc. However, given the needs of African countries, the past effort has to be continued in order to satisfay the needs of all countries and to respond to the continuing demand for population experts.

6. The institutes have also contributed in promoting research and publishing high quality materials on fertility, mortality, migration, population policies, population and development and other related subjects. These publications are either used directly by African planners or serve as reference for improving knowledge on African population.

7. IFORD and RIPS have also provided consultancy services to African countries and have organized several sessions of short term middle level training as well as seminars, workshops and scientific gatherings.

2. Special features of IFORD

8. At present IFORD is an institute with no formal links to any university. It runs its own courses, approved by its advisory Board on Studies and Research and its Governing Council. It also awards its own diploma.

9. Both the UNFPA Evaluation Mission (1983) and the ECA organized Review mission of IFORD (1984) recommended closer links between IFORD and the University of Yaoundé. The arguments in favour of closer links or even partial integration of IFORD into the University are that IFORD students would benefit from library facilities and the availability of other disciplines in terms of teachers and an intellectual atmosphere as well as giving uniform recognition to the diploma awarded by IFORD. Other benefits can also be envisaged in terms of reducing the present administrative costs of IFORD. However some aspects of IFORD need strengthening. These include its library and research programme. These recommendations of the ECA organized Review mission were accepted by the IFORD Advisory Board on Studies and Research and by the Governing Council.

10. Because of regulations governing higher education in Cameroon, it may not be possible for IFORD, as a regional institute, to be fully integrated into the University of Yaoundé. However closer links can be developed such that IFORD adopts academic standards set by the University and is located on or near the University campus.

3. Special features of RIPS

11. RIPS is located on the campus of the University of Ghana although it still retains its character as a regional institute. The lecturers at RIPS are recognized as meeting the standards of the University and the students also satisfy the entry requirements of the University. The academic programme (courses taught, dissertations written and exams taken) is approved by the University and the degrees and diplomas awarded by RIPS are those of the University.

12. RIPS currently has an M.A. programme and is in the process of arranging the introduction of an M.Phil programme and the expansion of a Ph.D. programme. In the light of present and future funding constraints however, it may be advisable to discourage the expansion of the Ph.D. programme as the limited number of staff available cannot possibly cope with the added work load involved in providing adequate supervision for the students.

4. Problems

13. In the 1970s both IFORD and RIPS received a lot of support from the host countries, UNFPA and other donors like the International Development Research Centre (IDRC), the French Ministry of Cooperation and the United States Agency for International Development (USAID). The 1980s, however, witnessed a dramatic change from the previous decade. The host countries found themselves bearing an increasing burden, without any support from the other African countries, as a consequence of the very nature of the two projects, which were not regional in character but were established as joint ventures between the UN and each of the two host countries. With the decentralization of the management of RIPS and IFORD from Headquarters to ECA in 1980, this problem found a solution as ECA initiated and completed the process of regionalizing the institutes by proposing for adoption to the General Assembly new statutes which make the member States parties to the institutes as regards their management and financing.

14. On the other hand UNFPA, following a recommendation of its governing council, had to decrease its support to both RIPS and IFORD by almost 20 per cent in order to comply with the ceiling of 25 per cent of resources allocated to non-national projects.

15. Member States have been invited on several occasions to pay their contributions to IFORD and RIPS. So far only few of them have fulfilled their commitments and the host countries have either continued to bear the local costs of running the institutes (RIPS) or the institutes have found themselves in acute financial difficulties (IFORD). This situation dictated the four options for the future of RIPS and IFORD proposed by the ad hoc committee to the Conference of Ministers.

5. Discussion of options proposed by the Ad Hoc Committee

16. The Governing Councils of both institutes met, in the case of RIPS on 26-27 June 1985 in Accra and for IFORD on 1-2 July 1985 in Yaoundé and held in-depth discussions on the report of the ad hoc committee The options were reviewed and the views expressed by both bodies can be summarized as follows:

Option 1 - that RIPS and IFORD should remain as separate institutes.

17. This option was retained, with concrete proposals such as keeping costs at the lowest level and fostering closer collaboration between the two institutions. In brief these proposals are based on the following grounds.

18. The two institutions although dealing with population, have each their own special characteristics. Both have developed curricula compatible with the teaching systems of the two sets of countries which they serve. For example, the diploma offered at RIPS required until recently 9 months, while at IFORD, 2 years were necessary in order to comply with the requirements of the rules of the civil services of most countries covered by the institute. RIPS has put emphasis on the social aspects of demographic analysis. IFORD, before its recent shift, devoted a lot of efforts on data collection. The curricula of the two institutions have become more alike, but still each has its own orientation, which is likely to continue in the medium term. RIPS is an integral part of the University of Ghana and does not grant separate degrees or diplomas, while IFORD has still to negotiate some linkages with the University of Yaoundé.

19. It was felt however, that these differences do not prevent the establishment of linkages between IFORD and RIPS and that co-ordination and undertaking joint activities could be formalized and should be initiated as early as possible.

20. In this respect the following actions were proposed by the governing councils of RIPS and IFORD.

(a) As RIPS has a Ph.D. programme and will start an M.Phil. programme, IFORD diplomates should be encouraged to apply for it. The language problem should be overcome by selecting for the programme, students fluent in English and by allowing them to write their dissertation in French.

(b) In so far as research applies to the African context, a joint cooperative research programme should be developed to mutually reinforce the potential of each institute.

(c) Consultancy services and meetings should be jointly coordinated and organized.

(d) A joint bilingual publication can be introduced that would publish papers prepared by the two institutes.

(e) As the high recurrent costs of the training institutions derive from the use of UN salary scales for professionals and of UN fellowships for students, the decline or even the cancellation of the UNFPA support would mean an impossibility for the member States to take over the funding of the two components - the UNFPA and the local. Therefore the ECA secretariat, as requested by both councils reviewed the problems with a view to reaching a solution as regards future funding. This review is given in the next section on funding possibilities.

Option 2 - that RIPS and IFORD remain at their present locations, but as one institution with a single governing body.

21. This option also was found to be expensive as extra costs will have to be borne to run a liaison unit which will coordinate academic and other activities of the two institutes. Furthermore, the official seat would have to be agreed upon by concerned parties.

Option 3 - that RIPS and IFORD be merged into one bilingual institution in one location

22. The difficulty with this option is the high cost of the interpretation and translation services. It has been estimated that these services would account for 30 to 40 per cent of the budget and would dramatically increase the running costs of the project, not to speak of the efficiency of the teaching.

Option 4 - that RIPS and IFORD be merged with the Institute for Economic Development and Planning (IDEP) and/or the African Centre for Research and Training in Social Development (ARARTSOD).

23. The financial problems of RIPS and IFORD are not so different from those faced by other institutions like IDEP and/or ACARTSOD. Therefore the merger would only complicate the issue. Moreover, IFORD and RIPS would lose their main objective which is training and research in population at a time when African countries must pay increasing attention to the demographic phenomena in their socio-economic policies. Besides this option may lead to the loss of the support of the main funder, UNFPA, which would necessitate a large increase in the share of the member States payments.

6. Funding possibilities

24. If IFORD and RIPS are to remain as separate institutes and to survive as such in the long run, the present financial problems and uncertainties have to be resolved. There is no doubt, as seen from Table I, that the present cost of the institutes are high. Furthermore recent experience has shown that African countries are unlikely to be able to provide such funding. If the institutes are to continue to function therefore, it is imperative to explore alternative funding possibilities. This examination of funding possibilities is aimed at studying the costs of running the institutes using salary and allowance levels of institutions such as the Organization of African Unity, ECA-sponsored institutions and universities in the host countries of the institutes. A review of the available documentation would suggest various possibilities.

Possibility A: The existing scheme which is likely to be discontinued if UNFPA reduces its support further or withdraws completely.

Possibility B: The use of OAU scheme as is done by institutions like the Mineral Resources Development Centre for Central Africa.

Possibility C: The use of "sui generis" scale as in institutions like the Regional Centre for Training in Aerial Surveys, Ile Ife.

Possibility D: The use of national scales which may be modified with the introduction of some incentives to attract the best teachers and students.

Possibility E: University salary scales which may be 1 1/2 or 2 times national Government scales.

25. Tables 1 shows the existing total costs which are shared by UNFPA and African Governments. The table also shows the costs if the existing UN salary scales are replaced by OAU scales.

Table 1: Comparative costs of IFORD and RIPS ($'000)

	U.N. Scale		OAU Scale	
	IFORD	RIPS	IFORD	RIPS
UN Funds	735	748	550	560
Member States Contribution	160	180	160	180
Fellowship costs	23	37	18	30

26. It should be noted that the contributions of member States represent budgeted costs rather than actual receipts. These costs can be compared to the estimated costs of the institutes using salary and allowance levels of other institutions. Table 2 shows a summary of the costs involved for both IFORD and RIPS using existing number of posts and salary scales and allowances payable in universities and some ECA-sponsored institutions. Annexes 2 and 3 give the detailed costs estimates. The tables show that if the existing number of posts of the institutes are retained, the cost estimates are very high compared to costs under a minimum establishment, except in the case where university salary scales are used. Table 4 gives additional cost estimates on items such as fellowship costs, vehicles as well as consultants and staff travel on missions. These costs are assumed to be about the same as at present.

27. An attractive alternative is the estimated costs based on the RECTAS scales which are more reasonable than the others and may be considered for adoption. The University of Yaoundé scales give costs which are close to the RECTAS scales. The University of Ghana scales however are very low in dollar terms. The estimated costs given in Annexes 2 and 3 can be considerably reduced through a review of each component and other cost-saving measures. The next section discusses some ways of reducing the running costs of the institutes.

Table 2: Summary of costs ($) of IFORD and RIPS using existing number of posts and allowances of Universities and some ECA sponsored institutions

	CAMRDC	RECTAS	ARCEDEM	UNIV. GHANA	UNIV. YAOUNDE
IFORD					
Professional Staff	201,820	138,230	185,820	-	158,395
Administrative Staff	49,670	62,535	72,720	-	52,060
Technical Stafff	6,020	21,080	26,985	-	10,000
Sub-total	257,520	221,845	285,525	-	220,455
Allowances	418,270	141,505	253,900	-	included
TOTAL	675,790	363,355	539,425	-	220,455
RIPS					
Professional Staff	183,204	124,820	169,280	7,690	-
Administrative Staff	69,076	99,020	103,780	13,100	-
Technical Staff	24,080	42,570	65,530	4,710	-
Sub-total	276,360	266,410	338,600	25,500	-
Allowances	387,700	162,550	283,780	Included	-
TOTAL	664,060	428,960	622,380	25,500	-

7. Means to make savings through better management of the institutes

STAFF

(a) Professional

28. A case has been made by UNFPA that both RIPS and IFORD need only 4 lecturers each. The ECA Review Mission of IFORD recommended 5 lecturers plus a computer specialist for processing survey data. One of these lecturers would be the Director. Apart from these 5 lecturers, part-time teachers/lecturers may be recruited to give specialized courses. The lecturers recommended by UNFPA and the ECA missions are given below. It is felt that the level of staff at IFORD should be comparable to that at RIPS so long as the activities at the two institutes are similar. The Ph.D. programme at RIPS however should not exceed 2 students per year as it has implications on the number of professional staff.

UNFPA PROPOSAL FOR RIPS AND IFORD	ECA ORGANIZED REVIEW MISSION ON IFORD
1 Director	2 Demographers for demographic analysis with one specializing in data collection
1 Expert on formal demography	1 Statistician for quantitative methods
1 Expert on research methodology statistics and sampling	1 Sociologue demographe
	1 Economiste demographe
1 Expert on population-development planning and socio-economic interrelations.	

(b) Other staff

29. In the case of RIPS, 38 posts are listed for funding from the contribution of African governments. These posts range from research fellows, to librarians, research assistants, clerks, typists, drivers and messengers.

30. In the case of IFORD, there are 3 posts of professeur and one post of assistant de recherche which should now be funded from the contributions of member States but have so far been funded by the Cameroun Government. In addition there are 16 posts of typists, duplicators and drivers to be paid from the contributions of African Governments.

31. It is clear that no university department catering for such small numbers of students as at RIPS and IFORD has such a large number of support staff. Serious consideration needs to be given to adopting non-UN salary scales for all the staff at both RIPS and IFORD and to reducing the total staff to the minimum necessary.

32. At IFORD the number of lecturers who are mathematicians or statisticians or economists by training should be reduced to only one so that more lecturers who are trained demographers can be recruited in their place. This will solve the present problem where basic demographic courses are taught by outside consultants.

33. At present both RIPS and IFORD use outside consultants to teach courses. Such consultancies should also be reduced to the barest minimum in order to cut down costs. The practice of recruiting consultants outside Africa to teach basic courses should also be discontinued. If any consultants are recruited at all, they should be those locally available. In order to compensate for discontinuation of the practice of recruiting consultants, more professional posts may be created.

34. Annex 4 presents cost estimates based on what is considered a minimum establishment for the two institutes. The estimates are based on local university salary scales as well as the RECTAS scales, which as shown in appendices 2 and 3 appear to be the most reasonable of the scales used by ECA-sponsored institutions. It will be noted that although UNFPA recommended only 4 professional teaching posts

and the ECA Review mission recommended 5 posts, a total of 7 teaching posts are included in the minimum establishment scenario for RIPS and IFORD. The two or three extra posts are meant to replace the use of outside lecturers and consultants and to promote research by staff. The M.A. course at RIPS is made up of 550 hours of lectures and 184 hours of laboratory, a total of 734 hours. In addition 360 hours are allocated for preparation of a dissertation and 10 hours for consultation. The total hours for the M.A. course is thus 1104 hours. As the course takes 12 months (52 weeks) the number of contact hours per lecturer, per week (assuming a staff of 5 lecturers) is only 5 or one hour per lecturer per day. This number is quite low and 7 teaching posts quite generous. The minimum administrative and support staff is proposed for both RIPS and IFORD with the objective of reducing the present high running costs of the institutes. However they are more than is usually available to a small department in an African University. Normally one typist for 2 professional staff is considered adequate. Furthermore, the proposed staff are adequate to support a demographic institute whose functions are teaching and research. It should also be borne in mind that financing expensive regional institutions has proved to be beyond the means of African governments. The institutes thus need to be tailored to the funding ability of member States.

(c) Administration

35. At RIPS there are two administrative officers whilst there is only one at IFORD. One of the posts of administrative officer at RIPS needs to be abolished as the volume of work does not justify 2 posts and the roles of the two officers overlap. Furthermore UNFPA has recommended the abolition of the post of UN administrative officer. In any case if UN funding of the institutes stops, there would be no need for a UN administrative officer. In this case the administrative officer would be paid at the salary scales adopted for RIPS and IFORD as is the case for the other ECA regionalized sponsored institutions.

36. The number of posts of clerks, accounting assistants, typists and drivers also needs to be reduced considerably at RIPS and to a lesser extent at IFORD.

(d) Transportation

37. Despite the fact that RIPS is located on the campus of the University of Ghana with all students being resident on campus, it still operates a fleet of vehicles consisting of 2 buses and one 504 familiale. It has on order another bus and two 505 familiale cars. The only strong justification for buses is the annual field survey by students. As regards cars, perhaps only one car can be justified for making trips to Accra to purchase supplies for the institute.

38. At IFORD there is one bus in running order plus three cars (one Peugeot 504 familiale and one Renault 20 and one Renault 4). There is also one 505 SR on order. Here too the number of vehicles operated by the institute should be reduced to one bus and one car. The need for a bus at IFORD will be less if the institute and its students were to move to a location in or near the University of Yaounde. The proposal to reduce the number of vehicles operated by the institutes will result in considerable savings of funds.

(e) Fellowships

39. At the last Governing Council Meeting of RIPS in June 1985, queries were raised as to why students should be provided with free boarding and lodging and still be paid stipends which were based on the cost of their feeding themselves and which are much higher than the salaries of University of Ghana professors. The present stipends may need to be reduced or alternatively RIPS may want to stop paying for the boarding of students. Ideally RIPS or IFORD students should be paid stipends that are at par with post graduate students of the Universities of Ghana and Yaounde. It is thus desirable that a review of the stipends be undertaken.

40. More savings can be made through discontinuing the present system whereby M.A. students at RIPS are sent to their home countries for data collection for their thesis. The practice has been criticised by UNFPA in the past and also by the recent Governing Council Meeting.

8. Other Costs

41. Apart from the staff costs estimated in appendices 2, 3 and 4, other costs of RIPS and IFORD are as follows: (a) Fellowships (b) Staff Travel (c) Research activities (d) Vehicle and Equipment Costs (e) Accomodation for the institutes (f) Consultants and (j) Administrative and maintenance costs. The estimated costs of these items are given below with the exception of office accomodation which is normally provided by the host country.

Table 3 - Estimated annual cost in US Dollars of non staff costs

Item	RIPS	IFORD
1. Fellowship	160,000	160,000
2. Staff travel	15,000	20,000
3. Consultants	10,000	15,000
4. Research Activities	10,000	10,000
5. Vehicles	10,000	10,000
6. Other Equipment	8,000	6,000
7. Office Accomodation	-	-
8. Administrative and maintenance costs	10,000	10,000
	223,000	231,000

9. Total Costs

42. If these other costs are added to the staff costs estimated under the minimum establishment scenario the total costs would be as shown below. It is suggested that UNFPA should continue to provide funding for professional staff and fellowship costs whilst the country contributions can finance all other expenditures.

Table 4 - Total Estimated Annual Cost of RIPS and IFORD using minimum establishment scenario

Item	University of Ghana (RIPS))	RECTAS	University of Yaounde (IFORD)
Professonal staff	6,080	98,010	112,705
Other staff	10,250	97,330	89,600
Allowances	-	96,635	50,000 1/
Fellowships	160,000	160,000 2/	160,000
Other costs	63,000	67,000 2/	71,000
Total	239,330	518,975	483,305

10. Conclusion

43. It is clear from Annex 4 that the RECTAS scales under the minimum establishment scenario, yield staff cost estimates which are about a half of these costs at present. Alternatively the national university scales supplemented by the RECTAS allowances may be considered.

44. At present both RIPS and IFORD each receive over $700,000 annually from UNFPA. In addition Ghana Government support to RIPS can be estimated at about Cedi 500,000 ($15,000) and IFORD receives an average of CFA33,000,000 ($77,600) from its member countries. As Table 4 shows, the total estimated costs of RIPS and IFORD would be $239,000 and $483,000 respectively. The staff costs at RIPS (which account for a major proportion of the budget) would vary from $25,490 (University of Ghana salary rates to $338,600 (ARCEDEM salary rates), if the present number of posts is retained (Annex 3). Between these two extremes the costs using the RECTAS scales appear to be the most reasonable. These amount to $266,400 for salary costs and $162,550 for allowances. In the case of IFORD the staff costs vary from $220,455 (University of Yaounde salary rates) to $285,525 (ARCEDEM) (Annex 2).. It should be noted that the University of Yaounde salary rates include housing allowances and Technical and Research allowances for professional staff. The costs under the RECTAS salary rates are about the same as those for the University of Yaounde. It should be noted that these costs are between a half and a third of the present annual cost of the institutes. In the case of IFORD, adoption of the University of Yaounde scales would appear to be a reasonable proposition. In the case of RIPS however the University of Ghana scales are too low in dollar terms and the RECTAS salary scales and allowances should be considered for adoption. Annex 4 which assumes a minimum establishment scenario shows that the total staff costs can be greatly reduced with a reduction

1/ This figure is an arbitrary estimate for allowances not provided under the University of Yaounde rates.

2/ These costs under RECTAS are merely the averages of the RIPS and IFORD estimated costs shown in Table 3.

of the administrative and technical staff. Under this scenario the salary costs even under the RECTAS scales would amount to only $97,330. The comparable costs using the University of Yaounde and the University of Ghana rates are $89,600 and $10,250 respectively.

45. From this analysis it seems that the institutes can continue to function as teaching and research centres at reduced cost more in line with the limited resources of African countries. It should however be borne in mind that the analysis is merely exploratory, aimed at examining possible alternatives to assist in finding a solution. It should thus not be seen as a definitive budgeting exercise on the future establishment level or operation of the institutes.

46. As discussed under section 7 (option 1) RIPS and IFORD can undertake joint activities such as publications. These activities would not increase the present level of expenditure on these items.

ANNEX I

alary Rates Per Annum for some ECA sponsored institutions and African Universities
(in US dollars ($) and Naira (N)

	Professional Staff	University of Ghana 1985	CAMRDC 1985	RECTAS 1984	ARCEDEM 1981	Universit of Yaound 1985
.	Director (Professor)	$1030	$23996(P6/1)	N13776(P9)	$30000(D2)	$18,265
..	Senior Lecturer (Head of Department)	922	23744(P5/4)	12894(P8)	19992(P5)	16,760
.	Lecturer	802	18620(P4/1)	11934(P7)	16548(P4)	15,230
..	Research Fellow/Professeur local	802	18620(P4/1)	11934(P7)	16548(P4)	15,230
	Administrative staff					
.	Senior Officer/Administrator	869	6020(GS8)	6840(E9)	10435(GS9)	15,230
.	Officer/Private Secretary	802	4410(GS7)	5268(E8)	6467(GS7)	3,550
.	Senior Clerk Typist/ Dactylographe	632	4410(GS7)	4240(E7)	6467(GS7)	3,000
.	Clerk Typist/Roneotypeur/Aid comptable/Data [illegible] Clerk	603	3220(GS6)	3540(E6)	5126(GS6)	3,000
.	Driver	602	1876(GS2)	2685(E4)	2898(GS2)	3,110
.	Messenger/Cleaner/Guardien	544	1876(GS2)	2154(E2)	2898(GS2)	1,488
.	Librarian/Documentalist	922	6020(GS8)	11934(P7)	16548(P4)	5,500
.	Asst. Librarian	802	4410(GS7)	6840(P2)	10435(GS9)	
.	Translator	802	6020(GS8)	9384(P4)	11490(P2)	--
.	Library Assistant	603	3220(GS6)	2892(E5)	5162(GS6)	--

CAMRDC: Central African Mineral Resources Development Centre

RECTAS: Regional Centre for Training in Aerial Surveys

ARCEDEM: African Regional Centre for Engineering Design and Manufacturing

ANNEX II

Annual estimated costs of IFORD using existing number of posts and salary rates and allowances of Yaounde University and some ECA sponsored institutions (in US dollars)

	CAMRDC	BLCTAS	ARCEDEM	University of Yaounde
1. Professional staff				
1 Director	$ 23,996	$ 15,392	$ 30,000	$ 18,265
2 Senior Lecturers	47,488	28,975	39,980	33,520
2 Lecturers	37,240	26,818	33,100	30,460
2 Researchers	37,240	26,818	33,100	30,460
3 Professeurs (Local)	55,860	40,226	49,640	45,690
	$201,824	$138,229	$185,820	$158,395
2. Administrative Staff				
1 Senior Officer (Administrator)	6,020	7,685	10,435	15,230
1 Officer (Private Secretary)	4,410	5,919	6,467	3,550
3 Senior Clerk/Typists (Dactylographe)	13,230	14,292	19,401	6,000
2 Roneo typeur	6,440	7,955	10,252	6,000
3 Drivers	5,620	9,050	8,694	9,330
1 Aide Comptable	3,220	3,977	5,126	3,000
1 Messenger	1,376	2,420	1,696	1,490
3 Guards	5,628	7,260	5,088	4,460
1 Data Processing Clerk	3,220	3,977	5,561	3,000
	$ 49,672	$ 62,535	$ 72,720	$ 52,060
Sub-total (1+2)	$251,496	$200,764	$258,540	$210,455
3. Technical staff				
1 Documentalist	$ 6,020	$ 13,409	$ 16,550	$ 5,500
1 Assistant Documentalist		7,685	10,435	4,500
	$ 6,020	$ 21,094	$ 26,985	$ 10,000
Sub-total 1+2+3	$257,516	$ 221,858	$285,525	$220,455
4. Allowances				
Transport (GS)	-	-	6,733	-
Installation	$104,500	$ 18,469	-	-
Housing	40,000	30,332	103,502	included
Education	66,900	20,898	-	
Medical Insurance	6,500	Free treatment	-	
Travel (leave)	26,000	7,015	5,340	
Dependents	22,400	18,204	-	
Post adjustment	80,736	-	78,360	
Pension 21% of Net salary	59,336	46,588	59,960	
	$418,272	$141,506	$253,900	
Total (1+2+3+4)	$675,788	$363,354	$539,425	$220,455

ANNEX III

Annual estimated costs of RIPS using existing number of posts and salary rates and allowances of some ECA sponsored institutions and the University of Ghana (in US dollars)

	University of Ghana	CAMRDC	RECTAS	ARCEDEM
1. Professional staff				
1 Director	$ 1,030	$ 23,996	$ 15, 392	$ 30,000
2 Senior Lecturers	1,844	47,488	28,975	39,980
2 Lecturers	1,604	37,240	26,818	33,100
4 Research Fellows	3,216	74,480	53,636	66,200
	$ 7,694	$183,204	$124,821	$169,280
2. Administrative staff				
2 Senior Officers	$ 1,738	$ 12,040	$ 26,020	$ 20,870
3 Officers	2,406	13,230	17,757	19,400
3 Senior Clerk/Typists	1,896	13,230	14,292	15,380
6 Clerk/Typists	3,618	19,320	23,365	30,760
3 Drivers	1,806	5,628	9,050	8,690
3 Messenger/Cleaners	1,632	5,628	7,260	8,690
	$13,096	$ 69,076	$ 99,024	$103,790
Sub-total (1+2)	$20,780	$252,280	$223,845	$273,070
3. Technical Staff				
1 Librarian	$ 922	$ 6,020	$ 13,409	$ 16,550
2 Assistant Librarians	1,604	8,020	15,370	20,270
1 Library Assistant	580	3,220	3,249	5,130
2 Translators	1,604	6,020	10,544	22,980
	$ 4,710	$ 24,080	$ 42,572	$ 65,530
Sub-total (1+2+3)	$25,490	$276,360	$266,417	$338,600
4. Allowances				
Transport (GS)		-	-	9,570
Installation		$ 58,000	$ 21,249	-
Housing	Available	43,200	32,760	112,710
Education	-	69,600	23,876	- --
Medical Insurance	Free treatment	5,050	Free treatment	-
Travel (leave)		23,500	7,983	6,910
Dependents		20,300	20,733	-
Post adjustment		73,288	-	83,390
Pension (21% of net salary)		53,962	55,948	71,100
		$387,700	$162,554	$283,700
Total (1+2+3+4)		$664,060	$428,971	$622,300

ANNEX IV

Annual cost of IDPS or IFORD using a minimum establishment scenario and salary scales of three institutions (in US dollars)

		University of Ghana	RECTAS	University of Yaounde
1. Professional staff				
1 Director	P6	$ 1,030	$ 15,390	$ 18,265
2 Senior Lecturers	P5	1,840	28,980	33,520
4 Lecturers	P4	3,210	53,640	60,920
		6,080	98,010	112,705
Other staff				
1 Administrative Secretary	P3/P4	870	13,410	15,230
1 Secretary		300	5,920	3,550
3 Clerk/Typists		630	4,760	18,000
1 Clerk		610	3,980	3,000
1 Finance clerk		610	3,980	3,000
2 Drivers		1,200	6,030	6,220
2 Messengers/Cleaners		1,090	5,240	3,000
1 Programmer	P3/P4	800	13,410	6,000
1 Librarian P3/P4		800	13,410	5,500
1 Asst. Librarian	P2	740	7,690	4,500
3 Research Assistants		2,100	19,500	21,600
		10,250	97,330	89,600
Allowances				
Installation			6,490	
Housing		Available	16,320	
Education		-	16,850	
Medical Insurance		Service free	Free	
Travel (leave)			5,520	
Dependents			-	
Post adjustment			14,330	
Pension 21% of net salary			36,925	
			96,635	
TOTAL		$16,330	$193,965	$202,305